

Issues: What are the objectives of the RDAP?	Recommendations: Develop multifunctional Acq skills with leadership skills as a by-product.
Strategy/Resource Plan: Link leadership skills to OPM Executive Core Qualifications and associated leadership Competencies.	Timeline/Deliverables: Timeline completed as a result of 2004 Senior Leaders' Conference Workshop.

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Issues: What are the target grades for the program?	Recommendations: GS-11-13 and payband equivalents.
Strategy/Resource Plan: <ul style="list-style-type: none">• A voluntary open announcement• Prerequisite training upon acceptance (basic 101 online courses)	Timeline/Deliverables: Upon AAE/MILDEP approval.

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Issues:

How should RDAP be implemented and managed?

Recommendations:

Regionally administered.

Strategy/Resource Plan:

- Implemented within commuting area
(50 miles radius)
- Outside commuting area managed on a case-by-case basis

Timeline/Deliverables:

Upon AAE/MILDEP approval.

Issues:	Recommendations:
<p>What are the metrics?</p>	<ul style="list-style-type: none">• Number of assignments• Number of indiv requesting assignments• Number of indiv requesting certification up to graduation• Percentage of employees with multifunctional skills/experience• Number of participating organizations• Percentage of people who cycle through program vs. population goal (goal TBD)
Strategy/Resource Plan:	Timeline/Deliverables:
<ul style="list-style-type: none">• Establish goal• Continuous monitoring and annual assessment	<p>Upon AAE/MILDEP approval.</p>

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Issues:	Recommendations:
What is the appropriate length of an assignment?	One year.
Strategy/Resource Plan:	Timeline/Deliverables:
Detail to a set of duties in 120-day increments NTE one year.	Upon AAE/MILDEP approval.

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Issues:	Recommendations:
<p>How do we develop a pool of assignments and gain buy-in from supervisors/managers?</p>	<p>Request voluntary participation by organizations.</p>
Strategy/Resource Plan:	Timeline/Deliverables:
<ul style="list-style-type: none">• Top down management endorsement/direction from AAE/MILDEP• Regional Director develops marketing campaign plan• Include as a performance standards	<p>Obtain AAE/MILDEP approval.</p>

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Issues:	Recommendations:
<p>Who should pay for RDAP?</p>	<ul style="list-style-type: none">•Centrally funded•Gaining organization funds- only as a last resort
Strategy/Resource Plan:	Timeline/Deliverables:
<p>Research central funding.</p>	<p>Upon AAE/MILDEP approval.</p>

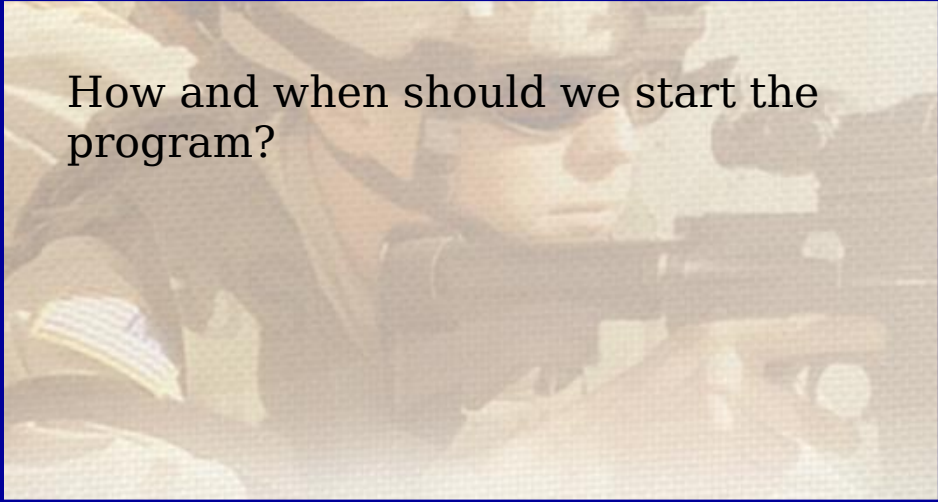

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Issues:	Recommendations:
<p>What does the employee gain from participating in the program?</p>	<p>Personal self-development and increased competitiveness.</p>
Strategy/Resource Plan:	Timeline/Deliverables:
<ul style="list-style-type: none">• Formal graduation ceremony• Certificate• 3 star note	<p>Upon AAE/MILDEP approval.</p>

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Issues:	Recommendations:
 <p>How and when should we start the program?</p>	<ul style="list-style-type: none">• Concurrently across all regions• Upon approval
Strategy/Resource Plan:	Timeline/Deliverables:
 <p>RD to determine implementation.</p>	<ul style="list-style-type: none">• Finalize concept plan• Obtain approval from AAE/MILDEP• Update policy and procedures with detailed implementation plan• Implement program• Track metrics

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